

CHARGEURS

SUSTAINABLE PURCHASING CHARTER

With a constantly changing portfolio of assets, the Chargeurs Group (the "Chargeurs Group") is a global leader in high value-added technological industrial services, present in niche markets and providing its BtoB and BtoC customers with integrated and customized solutions.

By joining the United Nations Global Compact, the Chargeurs Group has committed to applying, promoting and supporting the fundamental principles of social responsibility, environmental protection, business ethics and integrity in the conduct of its activities, in accordance with the following SDGs (Sustainable Development Goals).

This sustainable purchasing charter (the "Charter") and the code of conduct of Chargeurs (the "Code of Conduct") set forth the values, principles, rules and practices which are applied in the entities of the Chargeurs Group throughout the world.

Thus, the Chargeurs Group expects its suppliers (including, but not limited to service providers, distributors, manufacturers, as well as any third party which has a relationship with any entity within the Chargeurs Group), their subcontractors (collectively, the "Suppliers") and/or any of their key employees, to share and respect the same values and ethical commitments, and to ensure that their own suppliers do the same in the conduct of their activities with the Chargeurs Group.

corporate social responsibility and requires its Suppliers to comply with the same applicable laws, regulations, conventions, and standards in the conduct of their business and relationship with their own contractors. When the applicable laws or regulations and this Charter address the

same topics with different standards, the highest standards shall apply.

The Chargeurs Group strongly believes that an ethical supply chain is key for both the success of its Suppliers and the Chargeurs Group and wishes to support its Suppliers in meeting these standards (if this is not yet the case) for sustained progress on social and environmental responsibility.

1. HUMAN, LABOUR AND SOCIAL RESPONSIBILITIES

PROHIBITION OF CHILD LABOR

In accordance with ILO (International Labor Organization) principles and United Nations Conventions, child labor is prohibited in any form. The concept of child being variable, it must be observed in the light of local legislation but in any case, no children under the age of 15 (or 14 where ILO Convention 138 makes an exception) shall be recruited.

If a child is found working at a site where the Chargeurs Group or one of its Supplier(s) produce products or components, all measures must be taken in the best interest of the child and the employer must actively commit to remedy the situation.

In any event, Suppliers must ensure that all employees under the age of 18 do not perform any dangerous work, night shift or any other kind of work which, by its form or its circumstances, could be detrimental to them or compromise their health, safety, or moral integrity.

PROHIBITION OF FORCED LABOR

The Group strongly bans illegal or abusive labor,

including but not limited to forced, involuntary, or trafficked labor, withholding identity papers, threats, or debt bondage. Vulnerable categories such as migrant workers shall benefit from consideration due to the heightened risk.

Suppliers must respect employees' freedom of movement, acknowledging their employees' right to leave their workplace after completing their standard working hours, or to terminate their employment without penalty and after reasonable notice.

Suppliers are expected to report any suspicion or confirmation of forced labor to the relevant authorities and to the Chargeurs Group.

HEALTH & SAFETY

The Chargeurs Group requires its Suppliers to guarantee their employees a healthy and safe work environment and, when applicable, clean and safe residential facilities.

Suppliers shall identify the risks associated with their activities and take the required measures to prevent accidents and illnesses. This includes a strong leadership to encourage a positive culture (lead by example, avoid cutting corners at all costs, encourage the teams to report adverse events without fear of blame...) and the provision of appropriate management system aligned with ISO 45001. Health and safety awareness and trainings must be in place and reinforced in the context of dangerous activity (chemical handling, work at height...), as well as regular site inspections (documented).

All Suppliers' employees shall benefit from a health and social protection system as a minimum in accordance with the local legislation in force.

PROHIBITION OF HARASSMENT AND ABUSE

Suppliers are expected to treat their workers with respect and dignity. No Supplier employee shall be subject to physical, psychological, sexual, or verbal harassment or any other kind of

abuse during, linked with, or arising out of work.

A grievance mechanism shall enable employees to lodge complaints without fear of retaliation, and procedures shall be put in place to ensure that abuse and harassment are remedied.

PROHIBITION OF DISCRIMINATION

The Chargeurs Group respects diversity and cultural differences. Suppliers shall ensure that all workers are treated equally, fairly, and respectfully at work.

Suppliers must pay particular attention to discrimination in any employment decisions, including but not limited to hiring, access to training, promotion, retirement, and termination. This vigilance must cover all forms of discrimination (gender, sexual orientation, ethnic and national origin, color, age, pregnancy, marital status, religion, disability, nationality, political opinion, member to any organization of workers, etc.).

In general, Supplier shall promote equal opportunities and diversity within the company and encourage the inclusion of all employees.

FAIR WAGES AND BENEFITS

Suppliers shall ensure that wages, including overtime, benefits, and compensation equal or exceed the level required by the law and are paid in full, regularly and on time.

In general, the Chargeurs Group recognizes that the basic needs and well-being of the employees and their families must be considered by Suppliers as part of defining wage levels.

Suppliers undertake not to make any withdrawals or deductions from wages other than the ones legally mandated and in compliance with the local law. Deductions from wages for disciplinary purposes shall not be permitted.

WORKING HOURS

Chargeurs Group acknowledges the importance of maintaining a healthy work-life balance for all employees and is committed to upholding respect and dignity in the workplace. To this end, the company places a strong emphasis on adherence to labour regulations, particularly those relating to working hours, overtime, breaks, and rest periods. In alignment with international standards, such as the ILO Convention, as well as applicable local laws and collective bargaining agreements that may offer enhanced protections, working hours will not exceed the established maximum under any circumstances.

FREEDOM OF ASSOCIATION

Suppliers shall ensure that freedom of expression, trade union freedom and the right to collective bargaining are respected in the framework of local regulations. No Supplier' employee, without distinction, shall be subject to retaliation, intimidation, threats, or discriminatory practices in the peaceful exercise of these rights. Suppliers shall adopt a cooperative attitude towards Trade Unions activities.

All workers must benefit from adequate protection against any practices tending to interfere with freedom of association in employment matters.

PROTECTING LOCAL COMMUNITIES

The Chargeurs Group is committed to positively influencing the development of the country it operates in and expects its Suppliers to adopt the same behavior.

Suppliers must not harm the local communities, through the exploitation of natural resources, the pollution of soil, water or air or the violation of the land rights or the civil and political rights. When operating with local communities, Suppliers must ensure that they obtain their prior and informed consent.

2. ENVIRONMENTAL COMMITMENTS, PRODUCTS TRACEABILITY AND QUALITY

The Chargeurs Group undertakes to limit its environmental footprint and risks, throughout the life cycle of its facilities and activities.

Suppliers are expected to implement an Environmental Management System ("EMS") covering their business activities and manufacturing processes, where applicable. The content of this EMS will comply as much as possible with the requirements of ISO 14001 and ISO 50001 standard and Suppliers are encouraged to obtain the associated certifications. Specifically, the Suppliers shall identify and quantify the significant environmental aspects of their activities, products and services, ensure a traceability of raw materials, components and materials necessary for their activities, and the quality of their product or solution for the workers and end-users.

CLIMATE CHANGE

The Chargeurs Group undertakes to contribute to the global fight against climate change through greenhouse gas emissions reduction. Suppliers shall also determine targets and plan to reduce the emissions associated to their assets, services and products.

Suppliers shall be duty-bound to maintain and share with the Chargeurs Group their carbon footprint and associated information (including activities covered by this footprint, period, sources of emission factors) and the eventual targets established for reducing these emissions.

If the carbon footprint is not available, the Chargeurs Group expects its suppliers to commit to provide relevant raw data (such as materials and energies used) and to continuously progress on a yearly basis on this topic.

Suppliers may implement a plan to adapt to extreme weather events (flooding, heat wave,

hurricane, etc. according to site vulnerability) that are likely to increase with climate change. Recommended measures include emergency response plan and drills, water reduction programs and heat stress management for workers.

CIRCULAR ECONOMY

Given the growing scarcity of natural resources, the Chargeurs Group intends to limit its impact by moving towards a circular economy, notably through its sustainable solutions on the market.

Suppliers are also expected to:

- Continuously improving the design and production processes of their products and services.
- Reducing the volume of virgin raw materials.
- Increasing the use of secondary resources.
- Anticipating the repairability and recyclability of products.
- Reducing the quantities of waste generated and landfilled.

POLLUTION

Pollution includes air contamination by fine particles (PM_{2.5}), volatile organic compounds (VOCs) sulphur and nitrogen oxides, freshwater pollution, contamination of the oceans by mercury, nitrogen, phosphorus, plastic, and petroleum waste; and poisoning of the land by lead, mercury, pesticides, industrial chemicals and electronic waste.

The Chargeurs Group is committed to protecting the health of its clients, workers and communities through a pro-active management of hazardous substances in its products and solutions, including through the substitution or reduction of substances whenever possible and in priority for the substance of concern (RSL- Restricted Substances List for instance).

Suppliers shall conduct and take all measures to avoid air, water and soil pollution at all costs.

BIODIVERSITY

Chargeurs Group is aware of the urgent need to move from observation to action; this is why the Chargeurs Group is taking key initiatives in this direction.

Suppliers agree to not use raw materials derived from protected animals and plants species or coming from illegal deforestation. Suppliers will contribute wherever possible to:

- Reduce direct pressure on biodiversity, notably by limiting soil sealing to the strict minimum, by mitigating risk of pollution and disturbances (noise, light) or by reducing use of phytosanitary products.
- Restore degraded biodiversity with the support of local ecologists, by restoring ecological continuity for fauna and flora circulation, maintaining and restoring permanent grasslands and wetlands or restoring soils.

ANIMAL WELFARE

When engaging in business related to animals, Suppliers undertake to emphasize animal respect and well-being and to comply with the “Five Freedoms” standard:

- Freedom from thirst, hunger and malnutrition
- Freedom from discomfort and exposure
- Freedom from pain, injury and disease
- Freedom from fear and distress
- Freedom to express normal behaviour

Suppliers must be transparent and provide information on the origin of the products, the conditions under which animals are reared, and the methods used. Traceability of animal products is essential to guarantee their quality and compliance with welfare standards.

Suppliers shall not use any raw materials derived from protected animals (or plant species).

3. ETHICAL COMMITMENTS

PROHIBITION OF CORRUPTION

The Chargeurs Group strongly condemns corruption in all countries in which it operates. This commitment is embodied in its Code of Conduct which Suppliers shall comply with, together with all applicable laws, guidelines and regulations containing anti-bribery and anti-corruption obligations.

Suppliers and their employees shall refrain from offering, giving (active corruption), demanding, or receiving (passive corruption) bribes or any other improper benefits aimed at securing undue advantages, be they monetary, material, or preferential treatment (money, gifts, favorable decisions, etc.).

Influence peddling, which consists of proposing, soliciting, or accepting any advantage in return for a contact person using their influence over an authority or administration to obtain a favorable decision, is also prohibited.

The Chargeurs Group expects its Suppliers to implement appropriate measures to prevent, detect and penalize any direct or indirect bribery within the scope of their activities, by monitoring third-party activity, ascertaining the identity of any interlocutor or fund recipient, and locating bank accounts.

Generally, Suppliers shall meet the highest standards of integrity in the conduct of their business.

GIFTS AND INVITATIONS

In accordance with the Code of Conduct, gifts and entertainment are usually prohibited. They may constitute gestures of courtesy that are acceptable in the course of established business relationships if they are of limited value, offered openly and transparently and with the sole purpose of expressing recognition.

Gifts and entertainment are also proscribed if local laws and regulations do not authorize it or that a counterpart is expected in return.

To put an end to this practice, Suppliers must not receive or send any gifts with the exception of those meeting abovementioned requirements. If they have already been received, such gifts and gratuities must be returned to their originator.

Each employee must report any gifts or advantages received or given, irrespective of the value.

PREVENTION OF CONFLICT OF INTEREST

Suppliers shall commit to make every effort to avoid and disclose any situation that presents a conflict of interest or could be perceived as presenting a conflict of interest in the course of their business relations with a member of the Chargeurs Group.

Conflicts of interest arise when Suppliers pursue their own activities or personal interests at the expense of the interests of each of the entities of the Chargeurs Group.

CONFIDENTIALITY

Protection of non-public information

Suppliers shall implement all necessary measures to ensure the confidentiality of professional secrets and other non-public information obtained in the course of their business relationships with the Chargeurs Group.

The Chargeurs Group expects its Suppliers to be consistent with their commitment to both confidentiality and respect of professional secrets.

Personal data

The Chargeurs Group requires its Suppliers to take all appropriate measures to comply with all applicable laws and regulations concerning the protection of personal information.

Data security

The Chargeurs Group expects its Suppliers to exercise the greatest vigilance so that any type of malicious attack against the Chargeurs Group, notably via email, Internet or telephone calls designed to obtain information about the

Chargeurs Group can be detected and thwarted. Suppliers must deploy a secure IT system to prevent digital attacks or possible data leaks. If the Chargeurs Group provides access to its computer system, Suppliers must comply with the IT Charter issued by the Chargeurs Group. In all cases, Suppliers must comply with the security requirements that may be transmitted by the Chargeurs Group.

4. AUDIT AND CONTROL

The Chargeurs Group encourages all its Suppliers to establish and maintain robust management systems, policies, and procedures that align with the ethical principles outlined in this Charter. Suppliers are expected to adopt a mindset of continuous improvement, utilizing appropriate indicators to demonstrate their actions and progress.

Entities within the Chargeurs Group may request the completion of CSR questionnaires and may monitor Suppliers' adherence to the principles of this Charter. Accordingly, Suppliers are expected to grant the Chargeurs Group, or its designated agents (including third parties), access to conduct audits or assessments across relevant parts of the supply chain, including at Chargeurs Group sites, with reasonable written notice. These audits may involve facility visits, document reviews, and employee interviews. Suppliers are encouraged to address and rectify any areas requiring improvement that are identified during these assessments. At a minimum, Suppliers should also ensure that their own supply chains adhere to similar standards.

5. ALERT BY THE SUPPLIERS

The Chargeurs Group encourages any Suppliers' proposals or ideas that would enable them to improve their objectives of compliance and sustainable purchasing practices.

In case of violations (or risk of violation) to the principles edicted in the current Charter, the Chargeurs Group encourages and expects all its Suppliers to report them by using our dedicated email below.

Violations may be reported through the **alertes@chargeurs.com** mailbox.

Suppliers shall be provided with confidential and secure means of reporting violations (or risk of violation) and shall be protected from retaliation or other negative consequences. Anyone reporting a violation shall, to the extent legally permissible, have the possibility to remain anonymous.

6. SANCTIONS

Compliance with this Charter is an essential foundation of the commercial relationship between Suppliers and the entities within the Chargeurs Group. In the event of non-compliance, the relevant Chargeurs Group entity(ies) may request appropriate corrective measures. If necessary, purchases and/or deliveries under any purchase order may be temporarily suspended until the issue is resolved. Should the matter not be promptly addressed, the relationship may be subject to termination, without prejudice to any other rights or remedies available. However, the Chargeurs Group remains committed to constructive dialogue and working towards mutually agreeable solutions whenever possible.

7. ACKNOWLEDGEMENT

We, the undersigned, hereby acknowledge that we have received and fully understood the contents of this Charter. We undertake to comply with the requirements described in this Charter and to implement them across our supply chain.

Supplier Name:

Supplier Address:

Place and Date:

Supplier Representative Name and Position:

Supplier Representative Signature: